

# INTERN PROGRAM

## TENNESSEE WILDLIFE RESOURCES AGENCY

2004

The TWRA will offer Wildlife/Fisheries/Forestry Internships to students enrolled in Wildlife or related programs at universities in Tennessee. These internships will be located at various TWRA Regional Offices, Wildlife Management Areas, and other TWRA workstations. Students will be selected to work on specific approved wildlife management or research projects or other wildlife/fisheries/forestry projects. This program is designed to give students who plan to pursue a professional career in wildlife an opportunity to develop professional skills and experience and provide valuable assistance to TWRA in carrying out critical wildlife activities. The program will also afford TWRA an opportunity to interact with students who might seek fulltime professional employment with TWRA in the future.

Internships will potentially be available during three separate seasonal terms, which include: Spring (Jan – April), Summer (mid-May through mid-Aug.), and Fall (Sept – Dec). A student may serve no more than two terms in this intern program. Internships must last a minimum of 10 weeks and will usually work approximately 37.5 hours per week (unless part-time is approved).

Students will be required to carry out duties and assignments associated with the particular position the intern occupies. Duties will be assigned by TWRA personnel as are approved by the appropriate Regional Manager or Division Chief.

Interns will be considered part-time employees of TWRA and will be paid by TWRA at a rate of \$8.00/ hour. In some cases interns may have access to a State owned vehicle for work related travel. If a vehicle is not available, interns will be expected to use their personal vehicle for work related travel and will be compensated at the standard State mileage re-imbursement rate (currently \$0.32/mile). Travel from living quarters to and from duty station is not covered. No extra allowance will be made for housing. Housing will be provided only in rare cases if available. Students will be paid a food allowance (per diem), when working away from their assigned duty station as per State policy. Students will not be eligible to accrue annual or sick leave nor will they be eligible for other benefits such as health insurance.

A list of the positions for 2004 follows. Interested applicants may apply for positions by completing a State application (downloadable from web site [www.state.tn.us/personnel/tnapp](http://www.state.tn.us/personnel/tnapp)). The application should list Wildlife Technician I PT as the job for which he/she is applying. **A completed application, a one page resume and a cover letter indicating the specific intern positions for which an applicant wishes to be considered should be sent to the contact person(s) for the positions listed (see list for addresses and phone numbers for contact persons) no later than March 20 for summer internships.**

## 2004 TWRA WILDLIFE INTERNSHIPS

|    | INTERN POSITION                               | LOCATION                                    | TERM     | POSITION # | CONTACT                        | PHONE        |
|----|---|---|----------|------------|--------------------------------|--------------|
| 1  | PRIVATE LANDS HABITAT-TECHNICAL ASST.         | JACKSON                                     | SUMMER   | 5137.06    | ED HARSSON<br>Reg 1            | 800-372-3928 |
| 2  | FISH HATCHERY –FARMPONDS-OUTREACH             | JACKSON                                     | SUMMER   | 5138.06    | DAVE RIZZUTO<br>Reg 1          | 800-372-3928 |
| 3  | WATCHABLE WILDLIFE/SPECIES OF CONCERN SURVEYS | JACKSON                                     | SUMMER   | 5157.10    | JERRY STROM<br>Reg 1           | 800-372-3928 |
| 4  | FISH HATCHERY PRODUCTION                      | FLINTVILLE<br>HATCHERY<br>(Lincoln Co)      | SUMMER   | 5255.10    | TRAVIS SCOTT<br>Reg 2          | 931-937-8381 |
| 5  | FFISH HATCHERY PRODUCTION                     | NORMANDY<br>HATCHERY<br>(Bedford Co)        | SUMMER   | 5257.12    | LYLE MASON<br>Reg 2            | 931-857-3417 |
| 6  | INFO-EDUCAITON PUBLICATION, PROGRAMS          | CROSSVILLE                                  | SUMMER   | 5331.05    | DAN HICKS<br>Reg 3             | 800-262-6704 |
| 7  | WATCHABLE WILDLIFE/SPECIES OF CONCERN SURVEYS | CROSSVILLE                                  | SUMMER   | 5331.06    | BRUCE<br>ANDERSON<br>Reg 3     | 800-262-6704 |
| 8  | WATCHABLE WILDLIFE/SPECIES OF CONCERN SURVEYS | CROSSVILLE                                  | FALL     | 5360.26    | BRUCE<br>ANDERSON<br>Reg 3     | 800-262-6704 |
| 9  | STREAM SURVEYS                                | CROSSVILLE                                  | SUMMER   | 5331.07    | DAVID YOUNG<br>Reg 3           | 800-262-6704 |
| 10 | WATCHABLE WILDLIFE/SPECIES OF CONCERN SURVEYS | FORKS OF THE<br>RIVER WMA<br>(Knox Co)      | SUMMER   | 5425.10    | PETE WYATT<br>Reg 4            | 423 587-7037 |
| 11 | ELK MONITORING                                | ROYAL BLUE<br>WMA<br>(Campbell/Scott<br>Co) | SUMMER   | 5433.05    | STEVE BENNETT<br>Reg 4         | 423-587-7037 |
| 12 | STREAM SURVEYS/COLDWATER HATCHERY OPERTION    | TWRA REGION<br>4 (E. TN)                    | SUMMER   | 5451.05    | JIM HABERA<br>Reg 4            | 423 587-7037 |
| 13 | FOREST/WILDLIFE MGMT                          | ROYAL BLUE<br>WMA<br>(Campbell/Scott<br>Co) | SUMMER   | 5433.06    | JOE ELKINS<br>Reg 4            | 423-562-1785 |
| 14 | AQUATIC SPECIES DATA MGMT                     | NASHVILLE                                   | FLEXIBLE | 5260.04    | SUE LANIER<br>Nashville office | 615-781-6540 |

Office addresses for contacts:

|            |   |           |   |
|------------|---|-----------|---|
| Region 1:  | TWRA<br>200 Lowell Thomas Dr<br>Jackson, TN 38301   | Region 2: | TWRA<br>P.O. Box 41489<br>Nashville, TN 37204     |
| Region 3:  | TWRA<br>464 Industrial Blvd<br>Crossville, TN 38555 | Region 4: | TWRA<br>3030 Wildlife Way<br>Morristown, TN 37814 |
| Nashville: | TWRA<br>P.O. Box 40747<br>Nashville, TN 37204       |           |   |

A copy of all materials should also be sent to Larry Marcum, Chief of Wildlife at the Nashville office address.

**1. Private Lands Habitat/Technical Assistance – 1 Summer Internship**

Location: Jackson, TWRA Regional Office  
Start: early to mid-May  
End: Mid-August  
Pay: \$8.00 per hour

These interns will be assigned to spend approximately 75% of the 14 weeks working with the TWRA Small Game Program, assisting with private lands technical assistance and the remainder will be spent on data collection and monitoring.

Specific Duties Include: Assist regional biologists in providing technical assistance to private landowners, utilizing both State cost-share and Federal Farm Bill Programs; assist with data collection and monitoring of bobwhite quail, dove, deer, turkey, waterfowl, songbirds, fish, vegetation or other; assist regional biologists with presentations and organizing seminars/field-days to provide training and to promote wildlife and conservation programs to landowners, sportsmen's groups, or other conservation organization or group. These positions will require public speaking, participation in programs and demonstrations, the use of PowerPoint, slides, and other visual aid equipment.

Housing: None

**2. Fish Hatchery/Farm Pond/Aquatic Outreach – 1 Summer Internship**

Location: Jackson, TWRA Regional Office  
Start: Mid-May  
End: Mid -August  
Pay: \$8.00 per hour

This Intern is needed to assist with farm pond management assistance, outdoor outreach programs for youth, 4-H programs, Project ECHO for enhancement of both aquatic and terrestrial habitats, Fish hatchery management.

Specific Duties Include: Learning fish hatchery management techniques such as harvest and distribution, preparation and restocking of brood fish, and feeding regimes; assisting with outdoor outreach programs such as ECHO, 4-H, and others; assisting with farm pond technical assistance to landowners.

Housing: None

**3. Watchable Wildlife/Species of Concern Surveys – 1 Summer Internship**

Location: Jackson, TWRA Regional Office  
Start: Mid-May  
End: Mid -August  
Pay: \$8.00 per hour

This intern will assist in the collecting inventory data on species of concern. Data will be used to complete our comprehensive plan for these species.

Specific Duties Include: Conduct field surveys primarily of reptile, amphibian, and mammal species (including but not limited to bats), and their habitat associations. Interns may also analyze data collected. Work area may encompass any of the 25 counties in TWRA's Region 1. Duties may also be performed in the TWRA Jackson office.

Housing: None

#### **4. Fish Hatchery Production- 1 Summer Internship**

Location: Normandy Hatchery  
Start: Mid-May  
End: Mid-August  
Pay: \$8.00 per hour

This Intern is needed to assist during the months when brood fish collection, spawning , tank culture and pond culture activities are at their height.

Specific Duties Include: All phases of brood fish collection, egg spawning, fry fish culture, and pond fish culture during the spring. Walleye and sauger collections are in March and extend through May. Also included is vehicle maintenance, equipment maintenance, yard care and facility maintenance.

Housing: None

#### **5. Fish Hatchery Production- 1 Summer Internship**

Location: Normandy Hatchery  
Start: Mid-May  
End: Mid-August  
Pay: \$8.00 per hour

This Intern is needed to assist during the months when brood fish collection, spawning , tank culture and pond culture activities are at their height.

Specific Duties Include: All phases of brood fish collection, egg spawning, fry fish culture, and pond fish culture during the spring. Walleye and sauger collections are in March and extend through May. Also included is vehicle maintenance, equipment maintenance, yard care and facility maintenance.

Housing: None

#### **6. Information & Education – 1 Summer Internship**

Location: Crossville, Region 3 Office  
Start: Mid-May

End: Mid-August  
Pay: \$8.00 per hour

This intern would assist in the promotion, publicity, marketing and public relations for all divisions and projects in the Regional office that includes 24 counties.

Specific Duties Include: Assisting with scheduling, designing and delivering public education programs to the public. Also to assist in the preparation of press releases, magazine articles, displays and wildlife photography.

Housing: None

**7. Watchable Wildlife/Species of Concern Surveys – 1 Summer Internship**

Location: Crossville, TWRA Regional Office  
Start: Mid-May  
End: Mid -August  
Pay: \$8.00 per hour

This intern will assist in the collecting inventory data on species of concern. Data will be used to complete our comprehensive plan for these species.

Specific Duties Include: Conduct field surveys primarily of reptile, amphibian, and mammal species (including but not limited to bats), and their habitat associations. Interns may also analyze data collected. Work area may encompass any of the 24 counties in TWRA's Region 3. Duties may also be performed in the TWRA Crossville office.

Housing: None

**8. Watchable Wildlife/Species of Concern Surveys – 1 Fall Internship**

Location: Crossville, TWRA Regional Office  
Start: Mid-August  
End: Mid -December  
Pay: \$8.00 per hour

This intern will assist in the collecting inventory data on species of concern. Data will be used to complete our comprehensive plan for these species.

Specific Duties Include: Conduct field surveys primarily of reptile, amphibian, and mammal species (including but not limited to bats), and their habitat associations. Interns may also analyze data collected. Work area may encompass any of the 24 counties in TWRA's Region 3. Duties may also be performed in the TWRA Crossville office.

Housing: None

## **9. Stream Surveys – 1 Internship**

Location: Crossville, TWRA Region 3  
Start: Mid-May  
End: Mid-August  
Pay: \$8.00 per hour

An assistant is needed in the dispersion of rainbow trout in the streams that are stocked in the Cherokee Forest, in Polk County. Assistance with monitoring the Temp/DO in the three tailwaters stocked with trout. Assistance is also needed with the stream survey data collection along with the farm pond requests, which can number more than 200 per year.

Specific Duties Include: Assisting our trout stockers with dispersing fish by net and bucket in the remote, Cherokee Forest streams. Weighing and measuring fish, recording data, and using water quality instruments in streams and ponds. Seine hauling in farm ponds in order to determine population balances.

Area of Work: The Cherokee Forest in Region III is in Polk County while the stream surveys and the sporadic farm pond requests encompass the entire region III.

Housing: None

## **10. Elk Project Monitoring - 1 Summer Internship**

Location: Upper Cumberland Mountains  
Start: Mid-May  
End: Mid-August  
Pay: \$8.00 per hour

This intern would help with transport of dead elk for necropsy. Also landowner complaints to be investigated and technical assistance provided. Also to help relocate elk if needed.

Specific Duties Include: Locating carcasses of dead elk and transport to Veterinary College, assisting landowners by providing technical assistance and erecting fencing or other harassment methods, monitoring elk using radio telemetry, assisting in the effort to capture elk and move them inside the zone, monitoring calving cow elk to determine reproduction success and assisting with public educational programs about the project.

Housing: none

## **11. Watchable Wildlife/Species of Concern Surveys – 1 Summer Internship**

Location: Forks of the River WMA, Knox County  
Start: Mid-May  
End: Mid -August  
Pay: \$8.00 per hour

This intern will assist in collecting inventory data on species of concern, management activities and user surveys on this WMA. Information collected will be used to complete a comprehensive plan for these species.

Specific Duties Include: Conduct field surveys primarily of reptile, avian, aquatic, amphibian, and mammal species, and their habitat associations. Intern will also conduct user surveys, and assist in the direct management activities of the WMA. Interns may also analyze data collected. Work area will encompass the Forks of the River WMA (approximately 10 weeks) and other areas in the East Tennessee region (approximately 4 weeks).

Housing: None

## **12. Stream Surveys / Coldwater Hatchery Operation – 1 Summer Internship**

Location: Various locations within the Region 4 area  
Start: Mid-May  
End: Mid-August  
Pay: \$8.00 per hour

Work will be primarily conducted in warm, cool, and coldwater streams in the Ridge and Valley and Blue Ridge physiographic provinces of east Tennessee and at a coldwater hatchery in Region IV.

Specific Duties Include: assist with 3-pass depletion, catch-per-unit-effort, and Index of Biotic Integrity sampling using boat and backpack electrofishing gear to determine abundances and Associated activities will include:

- Operating boat and backpack electrofishers
- Use of seines and dipnets
- Identifying, measuring and weighing fish
- Collecting macroinvertebrate samples
- Collecting various physical and chemical data from streams
- Trout culture
- Trout stocking

Other activities may include equipment maintenance and data entry.

Other Considerations: The prospective intern will need to be able to travel to the Region IV office in Morristown or meet Agency personnel onsite or en route to a sampling site.

Overnight travel will not be necessary. Waders will be supplied.

This intern would work during a 12-14 week period beginning mid-May and extend through mid-August. This position will be primarily field oriented assisting with sampling.

Housing: None

### **13. Wildlife Forestry - 1 Summer Internship**

Location: Royal blue WMA – Campbell and Scott Counties, Region 4  
Start: Mid-May  
End: Mid-August  
Pay: \$8.00 per hour

This intern is needed to assist in various forest management activities that will be necessary to implement the forest management prescriptions that have been prepared to date, in addition to assisting in collecting new forest inventory data for future plans.

Specific Duties Include: Provide assistance in forest inventory, marking of forest stands for harvest, thinning, and stand improvement, and marking modified shelterwoods for cerulean warbler habitat; overseeing timber harvest, reforestation, and site preparation contract work; prescribed burning, and road layout; implementing and collecting data on effectiveness of older and newer forest regeneration practices to enhance oak regeneration

Housing: Modest housing in one of the rooms in a house recently acquired by TWRA that is close to the Royal Blue Work Base.

### **14. Aquatic Species Spatial Database Intern – 1 Flexible Internship**

Location: TWRA and TDEC - Water Pollution Control - Nashville  
Start: Flexible  
Stop: Flexible  
Pay: \$8.00 per hour

This intern will be assigned to collect, update, convert and relate aquatic species surveys and fish mortality data into geospatial databases. Mapping this information would allow better management of fish populations by determining potential problem areas, evaluating the health of recovering streams and providing historical information.

Specific Duties Include: Data entry and analysis of a geographically referenced database containing details on aquatic species distribution, habitat specifications and fish mortality information. Information will be derived from reports housed at the Tennessee Wildlife Resources Agency and the Division of Water Pollution Control. This internship would offer the opportunity to gain experience with wildlife databases, data analysis and a Geographic Information System.

Housing: None